

Dads Say Bosses Discriminate Against Them Caring For The Kids

The number of employees who say dads are getting a raw deal at work has almost doubled in the past two years, with about half saying fathers are being discriminated against.

A national survey found that 49.3 per cent of employees believed working dads were not getting a fair go at work, up from 26.9 per cent in 2002.

Large organizations were less flexible towards working dads than small businesses, the survey of 1100 workers found by a recruitment firm.

More men than women believed they were getting a hard time, with 54.3 per cent of male respondents compared with 37 per cent of women saying they fervently believed employers discriminated against fathers.

The main gripes men held included employers actively discouraging fathers from taking time off to participate in their children's school activities and refusing to accommodate child-care commitments.

Males believe employers are not sympathetic to the demands that fathers, in this day and age, may face in caring for their kids.

Most of the anti-dad **discrimination** appears to be emanating from large organizations with more than 200 employees and is rife among mid-level and junior management.

Anti-dad bias was most extreme in the advertising and construction industries, with 100 per cent of respondents in these workplaces reporting **discrimination**.

Those working in sales also reported high levels of **discrimination**, with 71.2 per cent saying their workplace was insensitive to working fathers.

Many employers need to catch up to the modern family. Males and females participate in the workforce and with more and more females taking on the role of the major breadwinner, employers need to rethink their work practices.

4/24/04 "Breaking News" Diveristyatwork.com